

## **CBP/NTEU LABOR-MANAGEMENT FORUM**

### **Meeting Minutes—September 17, 2013**

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#### **Attendees**

(A) C1 Winkowski	(A) AC DiNucci, OT	NTEU President Kelley
AC Coffman, HRM	Director Canoyer, OIT	Chapter President O’Keefe
AC Schied, OA	XD Harris, LER	Chapter President Kleinman
AC Hall, OTD	PM Warner, BMW	Chapter President Armijo
(A) AC Mitchell, OFO	PM Carpenter, LER	National Asst. Counsel Levine
		Chapter President Zayner

#### **Welcome and Opening Remarks by the Co-Chairs**

The Co-Chairs welcomed members and briefly addressed the forum. Acting Commissioner Winkowski recognized the efforts and results of CBP and NTEU regarding the averted furloughs in FY13. Mr. Winkowski also reminded the Forum that sequestration is still planned for the next 10 years and stressed that the parties will need to continue to work together.

President Kelley welcomed CBP to NTEU Headquarters and also acknowledged the work of CBP and NTEU on averting furloughs. President Kelley is hopeful that the parties can transition the success of eliminating furloughs in FY13 to future reductions in litigation.

#### **Budget Update**

AC Shied provided an oral presentation on the FY14 budget. FY13 is a baseline for CBP. S1 gave CBP \$26 million to assist the agency with meeting mission requirements in FY13. \$200-250 million is proposed in a yearlong FY14 Continuing Resolution; only enough to cover base pay and benefits, no overtime. 73% of CBP budgets go to salaries.

#### **Trade Transformation**

Acting AC DiNucci provided a presentation on Trade Transformation and how the transformation efforts are providing better targeting and better enforcement. NTEU requested more interaction with employees at the local level—LMRCs. CBP committed to follow up on CEE MOU—grade reviews.

#### **New Career Paths**

The NTEU requested a discussion on Upward Mobility as identified in Article 32 Section 13 of the national CBA. CBP addressed the Promotion Eligibility Directive [impacting agents and officers] recently drafted and committed to providing the NTEU a copy. AC Coffman provided an overview of Upward Mobility programs and committed to have HRM prepare and share a directive for CBP to follow.

NTEU representatives also inquired about mentoring programs within CBP. AC Hall provided commentary on the existing program and committed to supply NTEU with additional details.

#### **Telework Denials**

NTEU requested CBP address issues within OFO and OIT regarding management’s unwillingness to approve core telework agreements. NTEU explained that Field Technology Officers (FTO) in OIT have been denied the opportunity to have core telework agreements.

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Rebecca Canoyer explained the role of the FTO is “hands-on” and the work they are required to perform is within CBP facilities.

NTEU explained that Import and Entry Specialist at the Port of Buffalo have been denied core telework agreements. CBP stated that there is a coverage issue at the Port of Buffalo due to the numerous work locations. C1 and AC OFO committed to contacting the DFO and requesting his assistance in looking into the situation.

#### **Labor-Management Survey Results**

Results of the 2012 Labor-Management survey were shared with the LMF. In addition, the top 5 and bottom 5 areas from the survey were discussed. The survey encompasses results from both NTEU and NBPC employees. CBP will attempt to break out results and share with NTEU as soon as they can be available. The LMF will address low performing areas in upcoming meetings.

#### **Lateral from CBPO-E to CBPO**

NTEU has requested that Enforcement officers perform enforcement work. NTEU requested CBP provide an explanation of what is required for an E to lateral to a CBPO position. CBP committed to providing details. CBP explained that Es can apply for CBPO Supervisory positions. NTEU inquired as to whether CBP is phasing out the E position. CBP responded that they are not phasing out the E position.

#### **Re-Promotion**

NTEU explained that Border Patrol Agents who have accepted CBPO positions at a lower grade have received mixed messages on how to reach the previously held grade without waiting the designated length of time. CBP committed to provide a formal process for those employees.

#### **Boonie Hats**

NTEU requested that CBPOs in cargo be allowed to wear boonie hats to protect them from the sun. CBP explained its position on boonie hats—they do not provide a professional image—and that they were not acceptable. CBP welcomed the idea of alternative head gear and committed to review any alternatives found.

#### **Suicide Prevention Program & Alcohol Abuse Awareness**

Cheryl Warner from BMW solicited NTEU’s support and assistance in spreading the messages prepared by BMW. In addition, NTEU representatives acknowledged their interests in receiving training on detecting and responding to employees who are vulnerable to these two life threatening issues. CBP committed to providing additional training for NTEU officials.

#### **Closing Remarks**

The parties agreed to schedule the LMF as soon as possible. CBP summarized the issues that required additional follow up.